

CIVIL RIGHTS ON DECK

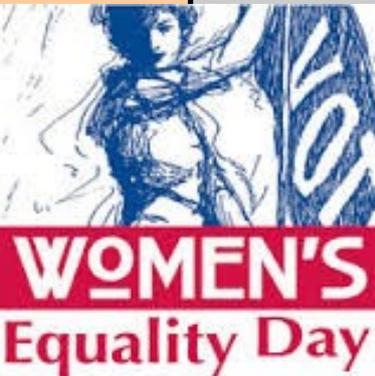


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Women's Equality Day is August 26th, commemorating the granting of the right to vote to women in the U.S. and the passage of the 19th Amendment. The day is a symbol of women's continued quest for equality. All Americans can draw on the history of women's suffrage for inspiration. The Coast Guard proudly recognizes Women's Equality Day, paying tribute to those who fought so hard to break down barriers and encourage fair treatment for all. Special observances provide an opportunity for commands to unite and celebrate the diversity of their workforce. Personnel interested in planning an event in support of Women's Equality Day may obtain ideas by contacting their servicing [Civil Rights Service Provider](#).

DHS Approves Coast Guard's Limited English Proficiency Plan



In August 2000, [Executive Order 13166](#) was released, requiring federal agencies to improve programs and services provided to individuals who do not speak English as their primary language or have a limited ability to read, speak, write or understand it; this is known as Limited English Proficiency (LEP). The Coast Guard, in its role as protector of the nation's ports and waterways, must interact and communicate with the public through varied means, including: face-to-face interactions, telephone calls, radio communications, published documents, and web based resources. The Coast Guard has identified seven languages that are of strategic importance to its missions; key communications must be made accessible so that they can be understood by members of the public who communicate in those languages.

The Department of Homeland Security (DHS) approved the Coast Guard's plan (Language Access Plan) to provide language assistance to the public. For example, relay interpreting is one strategy in CG's plan. It is a mechanism used to translate several languages. Relay interpreting can be used at events where multiple languages are spoken. It requires a lead interpreter who translates the language of the presenter to a common language shared by a team of secondary interpreters. These secondary interpreters then translate the message into the language of their respective audiences. This service is especially helpful when rare or uncommon languages are represented at an event.

The Coast Guard is committed to its public, the diversity of languages that they represent, and eliminating any language barriers. If you would like to learn more about the plan, please visit http://www.uscg.mil/civilrights/History_files/CG%20LEP%20May%202016.pdf. Submitted by Ms. Gwendolyn King

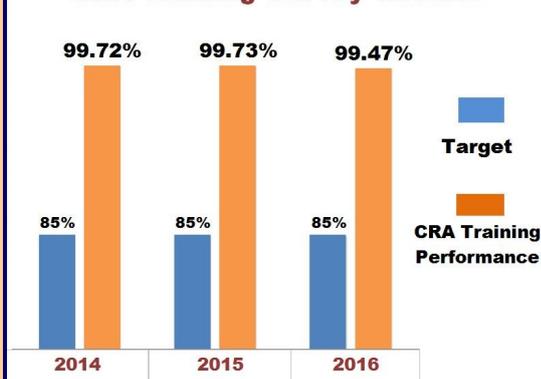
Untimely? Check Again.

The Equal Employment Opportunity Commission (EEOC) ordered the Department of Transportation (DOT) (Federal Aviation Administration) to continue processing an Equal Employment Opportunity (EEO) complaint that it had dismissed for untimely contact. DOT asserted that the complainant did not initiate a complaint within 45-days of the matter alleged to be discriminatory. DOT claimed that the employee knew about the required contact period for raising an EEO complaint since the complainant attended EEO and No Fear Act training. In support, DOT shared a copy of the complainant's training record and a picture of an EEO poster hanging at the complainant's work facility. However, the EEOC found that the agency failed to show that the 45-day timeframe was addressed in the training and that the EEO poster was mostly illegible and did not state the required timeframe. *August V. v. Department of Transportation, Federal Aviation Administration, 0120142165 (EEOC OFO January 2016)*. Submitted by Mr. Stephen Snyder



Civil Rights Awareness Training Surpasses Expectations

CRA Training Survey Results



Coast Guard's mandatory Civil Rights Awareness (CRA) training continues to exceed expectations. The Civil Rights Directorate establishes meaningful performance standards for the services it provides to the workforce; training satisfaction is one of the many measurements tracked in the directorate's strategic plan (Plan of Action 2016). During CRA training, surveys are distributed with which participants evaluate both the instructor and training material. Over the last three years, CRA training has scored an impressive 99% satisfaction rate, above the target goal of 85%. Civil rights service providers attribute this outcome to scheduled activities, such as curriculum reviews, which are designed to identify best practices and improve training materials and methods. Submitted by

Mr. Damon Manning

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Division Chief
- Mr. Kyle Malloy,
Communications Specialist

Coast Guard PIE Programs Continue to Shine

The Coast Guard's Partnership in Education (PIE) programs enhance educational opportunities and provide career awareness for the nation's youth through direct participation in education. For 2015-2016 school year:

- ▶ 178 Coast Guard units participated in the PIE Program
- ▶ 6,978 PIE volunteers reached nearly 70,000 students
- ▶ 58,000 volunteer hours were provided at 265 schools

Since 2011:

- ▶ Student participation in PIE programs has grown by more than 100%
- ▶ Volunteer hours have increased by almost 83%

The PIE program continues to successfully grow and every year the Coast Guard recognizes both units and volunteers for their remarkable accomplishments through the PIE Awards. To learn more, visit <http://www.uscg.mil/civilrights/OutreachPrograms/PIE/CommandantAwardCriteria.asp>. Submitted by Ms. Gwendolyn White

CRD Members Positively Influence Local Youth



Coast Guard Headquarters hosted a luncheon for 'Everybody Wins! DC,' a program that pairs elementary school students with reading mentors to expose children to literature. The organization teamed with CG Partnership in Education (PIE) volunteers in Washington D.C to celebrate involvement with the local school system and provide an opportunity for interaction with students outside of the classroom. Pictured (From left to right) Gwendolyn White, Jakira Mesy, Zuri Smith, Nicole Milline. Submitted by Mr. Kyle Malloy

Civil Rights On Deck

Happy
10th
Anniversary!!!

The submission period for the Partnership in Education (PIE) Awards is now open!! Nominations are due August 12, 2016. For more information, check out [ALCOAST 217/16](#)

Transformative vs. Evaluative: Two Mediation Techniques

When it comes to resolving conflict, mediation isn't a one-size fits all approach. As the mediator, there are a variety of techniques you can use. It's important to choose a style that you are comfortable with employing. Doing so ensures quality mediation that best serves both parties. One method is *transformative mediation*. Supporters of *transformative* say that it empowers both parties to take responsibility for their own disputes and to be part of the resolution. Conversely, some say this type of mediation can take too long and often ends without an agreement.

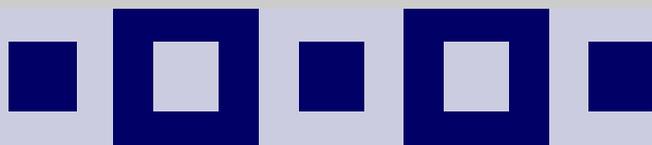
Evaluative mediation is a technique modeled after settlement hearings held by judges. With the *evaluative* method, a mediator assists the parties with reaching a resolution by identifying weaknesses and predicting a judge or jury decision. Those who do not favor *evaluative* mediation



worry that the *evaluative* mediator may not be correct in his or her predictions of the case outcome. No matter which method you choose, each has its usefulness and place in the dispute resolution process. It's beneficial for mediators to familiarize themselves with each style and practice the one that best serves the case and the parties. So, what's your style? Submitted by Ms. Nichole Milline

DHS Hosts LGBT Employee Forum

In honor of Lesbian, Gay, Bisexual, and Transgender (LGBT) Month, the Department of Homeland Security (DHS) held a LGBT employee forum offering an opportunity for personnel to raise concerns and the agency to show support for those serving openly in the workplace. Under the theme of "Solidarity Through Pride," the forum was hosted by a panel of DHS leaders who spoke from their personal stories and answered questions from attendees. Pictured (from left to right) Kenneth Simpson, Irene Recio, Wolf Tombe, Marc Stauffer. Submitted by Mr. Juan Torres



AHHI News: The Equal Employment Opportunity Commission released its study on harassment in the workplace. Go to https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf